



Lawrence Cunningham
30502 237 Th Drive N.E
Arlington, WA 98223
lawrencecunningham98@yahoo.com

4/11/2023

Dear Lawrence,

We are pleased to offer you employment with Pegasus Senior Living (PSL Associates, LLC), in the position of Care Partner (All Shifts) with an anticipated start date of 04/18/2023 This Letter of Employment, along with the attached Job Description (Attachment A) collectively encompass the terms of the employment agreement.

- **Compensation:** Your position is classified as non-exempt and your rate of pay will be an hourly salary of \$18.00 which will be paid biweekly. Your compensation, position, and performance will be subject to review annually, by Pegasus Senior Living. All compensation that you receive from the Company, including any bonus, if any, shall be subject to applicable deductions and withholdings, including all applicable federal, state and local taxes.

This letter contains the entire agreement between you and the Company with respect to the subject matter hereof and supersedes any and all prior representations, negotiations, understandings and agreements (whether oral or written) among the parties with respect to the subject matter hereof. This offer of employment is contingent upon successful completion and acceptable results of all applicable background and reference checks, drug test, pre-employment physical and TB Test, and your ability to present original documentation verifying your identity and authorization to work in the United States as required by the Immigration Reform and Control Act of 1986.

Pegasus Senior Living is an "at-will" employer, which means that either you or the Company are free to terminate the employment relationship at any time and for any lawful reason, or for no reason at all, with or without notice or cause. Nothing in this letter is intended to create, and should not be construed as creating, a contract or promise of employment for any specified period or otherwise change the at-will nature of your employment at Pegasus Senior Living.

This offer of employment will expire four (4) days from the date of your verbal employment offer, although additional time for consideration of the offer can be made available if you find it necessary. If you agree with all the terms of this Agreement and are ready to begin your career with Pegasus Senior Living, please sign this Letter of Employment and Job Description (Attachment A)

Lawrence, we couldn't be more excited to have you join our team here at Pegasus Senior Living. Feel free to contact me if you have questions. I'm happy to help.

Joshua Ford
Executive Director
jford@pegasuseniiorliving.com

Agreed and accepted to:

Lawrence Cunningham

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